

CHRISTIANA CARE HEALTH SERVICES

POLICY:	Residents/Fellows with Impairment
DEPARTMENT:	GMEC
DATE OF ORIGIN:	October 26, 2011
LAST REVISION DATE:	January 27, 2017
REGULATORY REFERENCE:	ACGME

POLICY:

It is Christiana Care's position that impairing conditions, including mental health and substance abuse, are treatable illnesses and that it may be possible for an impaired resident/fellow to recover and safely return to work, if diagnosed and treated in time and if provided a structured, monitored working environment on recovery.

PURPOSE:

To define a process for the evaluation and referral for care of a resident/fellow identified as having a mental health or substance abuse issue while assuring the safety and well-being of patients, staff, and others.

SCOPE:

Any resident/fellow whose behavior or performance has deteriorated and there is a suspicion of an impairing mental health condition or substance abuse.

PROCEDURE:

- A. Impaired resident/fellow physicians may be reasonably identified by behavior and patterns of behavior which include, but are not limited to:
 - Consistent tardiness
 - Unexplained absences
 - Uncontrolled angry outbursts or unprofessional behavior
 - Unexplained somnolence
 - Legal difficulties (e.g., driving under the influence)
 - Decreased quality of care or unexpected lack of progress during the training year
 - Odor of alcohol on a resident/fellow while on duty
 - Poor impulse control
 - Lack of interest in work activities
 - Symptoms of depression
 - Other psychiatric disturbances
- B. If a resident/fellow exhibits symptoms significantly impeding the trainee's proper performance of duties, including patient care, he/she should be promptly removed from clinical duties.
- C. Reporting Concerns of Resident/Fellow Impairment
 1. Christiana Care encourages an impaired resident/fellow to self-report to his/her Program Director or designee. Upon receipt of a self-report, the Program Director or designee will meet with the resident/fellow to determine the severity of the problem and the appropriate course of action.
 2. The Program Director shall promptly investigate all reports and complaints that a resident/fellow may be impaired.
 3. The Designated Institutional Officer (DIO) shall be informed of all reports of resident/fellow impairment.

D. Substance Abuse Impairment:

1. If the program director or other supervisor suspects that the resident/fellow is impaired due to alcohol or substance abuse, the resident/fellow should be immediately referred to Employee Health.
2. Christiana Care procedures regarding employees suspected of substance abuse will apply.

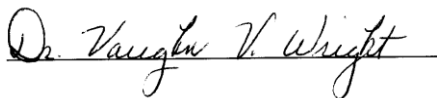
E. Mental Health Issue:

1. Dr. Lani Nelson Zlupko: A licensed therapist will be available for counseling, dealing with stress/anxiety, life-work balance, etc. She can be reached at 302-543-6296 (and by e-mail: Lani@LNZconsulting.com). Her private cell phone (for PD use) is 302-740-9320. She is an excellent therapist; however, cannot prescribe medications.
2. Physician services (residents included) are through Vital Worklife, and residents can access this directly without going through HR: <http://vitalworklife.com> (ID = CCHS, password = member). This is a trained peer to peer counseling program, so no medications.
3. If the resident needs to see a psychiatrist for medical management, then an option now has been organized with Dr. Sandeep Gupta: Office: 302-428-6326; Cell (for PD usage) 302-312-9478. He also has a non CCHS e-mail (for privacy concerns) that the residents or PD's can use: guptasmd@yahoo.com.
4. Christiana Care will provide funds for residents/fellows to obtain a psychiatric evaluation and up to five follow-up visits.

F. Reporting Requirements:

1. A report will be submitted to the State Board of Medical Licensure and Discipline when required by law.

SIGNATURES/APPROVALS:



Reviewed 03/01/2017